What does "success" in employment services look like?

What practices lead to "success"?

Agenda

1. Introduction and Background
2. What leads to success?
3. Measuring Success?
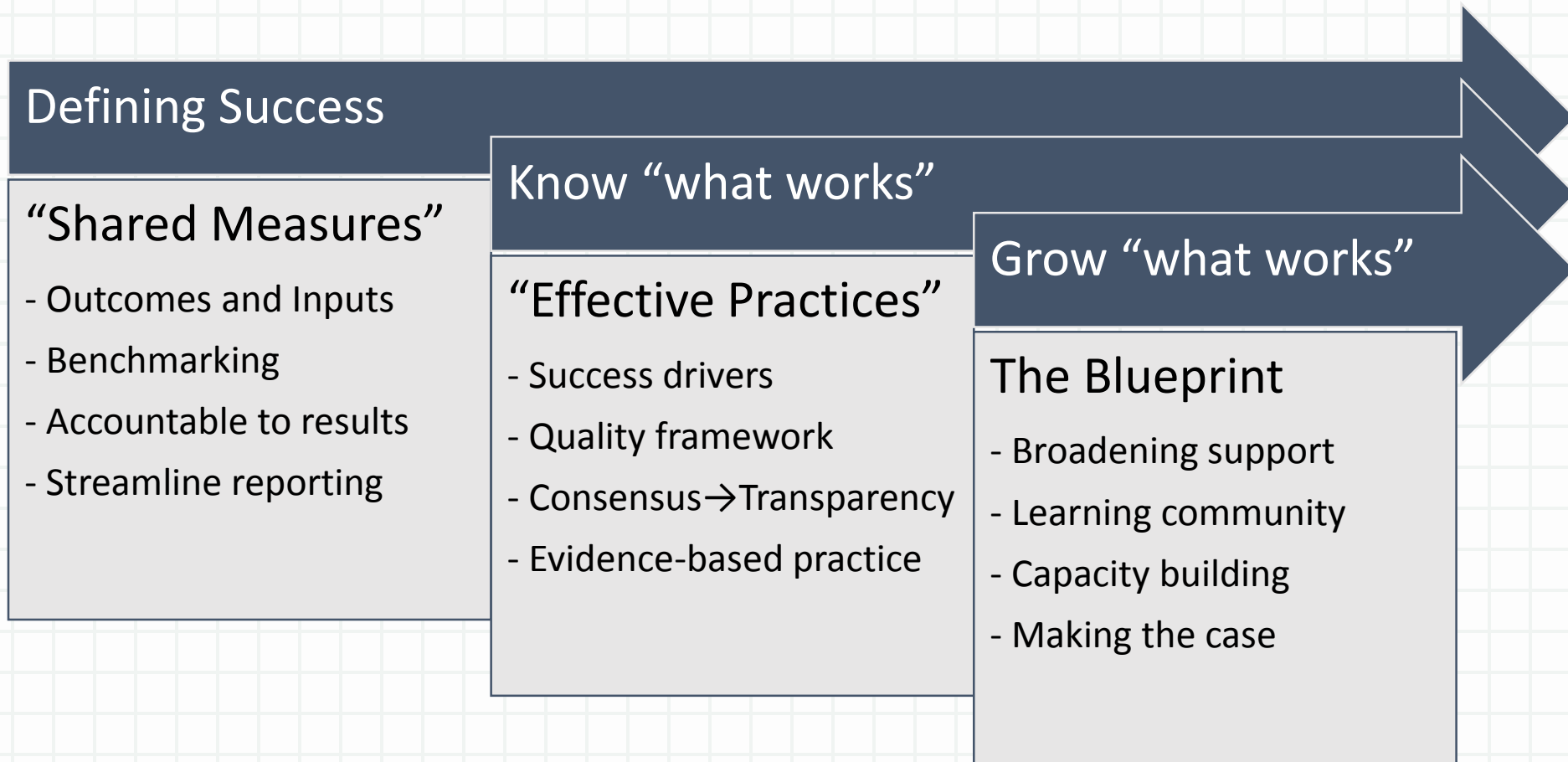4. Envisioning a Learning Community

All adults have the opportunity to participate in the workforce and advance towards family-sustaining wages, especially people of color.

Challenges

- What is "good" performance in workforce programs?
  - *Including **FOR WHOM** these programs are working*
- What activities lead to positive outcomes for low-income job seekers?
- How do we align resources to "what works" and ensure some level of quality to participants?
- How do we "make the case" for the importance of this work?

Background

Defining Success

"Shared Measures"

- Outcomes and Inputs
- Benchmarking
- Accountable to results
- Streamline reporting

Know "what works"

"Effective Practices"

- Success drivers
- Quality framework
- Consensus→Transparency
- Evidence-based practice

Grow "what works"

The Blueprint

- Broadening support
- Learning community
- Capacity building
- Making the case

EVIDENCE-BASED PRACTICES

SUPPORT PARTICIPANTS COMPREHENSIVELY

- Provide holistic support services
- Embed intensive career counseling and navigation
- Use integrated education and training methods

CONNECT PARTICIPANTS TO CAREERS

- Guide career training with comprehensive intake and assessment
- Teach people how to build a career
- Link participant outcomes to the next step in education, training and/or employment

COMMIT TO EQUITY AND INCLUSION

- Leadership demonstrates a commitment to promoting equity and inclusion
- Deliver services in culturally relevant and responsive way
- Organization has established explicit equity outcomes and accountability for achieving them

ALIGN TO THE LABOR MARKET

- Use Labor Market Information (LMI) to shape occupationally based programming
- Engage multiple employers in industry clusters
- Embed work experiences and expect work behaviors

CONNECT & LEVERAGE RESOURCES

- Connect to community needs
- Partner to provide a diversity of services
- Braid funding sources

IMPROVE OVER TIME

- Conduct real-time evaluation for continuous improvement
- Understand analysis and data
- Respond to evaluation with changed practice

Overview of Shared Measures

Reported by Service Provider	Reported from Administrative Data (DEED)
enrolled in employment services	working **two quarters** after job start
received employment training	working **four quarters** after job start
completed employment training	working **eight quarters** after job start
attained a **credential**	**Mid-term Earnings Change** (one year pre-enrollment, one year post-employment)
started **unsubsidized employment**	**Long-term Earnings Change** (one year pre-enrollment, two years post-employment)
retain employment for **6 months**	
retain employment for **12 months**	

(optional):
- ABE/Bridge/ELL enrollees who gain one or more Educational Functioning Levels
- completers who enroll in further post-secondary education within one year of completion

Envisioning a learning community

What challenges do you encounter in your role of helping Minnesotans build brighter futures?

Stay in Touch!

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The Blueprint: www.MSPWin.org